



People

The new organisational structure at **AXT** has **Minsheng Lin** joining as COO to oversee all of day-to-day operations in both Fremont, California and Beijing, China. Lin was previously at silicon producer Helitek Co Ltd, responsible for starting up the Taiwan operation, ramping up manufacture and sales to mass production levels. He also established a TQM system, achieving ISO 9002 & QS9000.

Morris Young, founder and formerly CEO of China operations, becomes CTO responsible for R&D and AXT's product technology enhancement. Young pioneered AXT's vertical gradient freeze technology.

Davis Zhang, formerly AXT's China president, becomes president of AXT's Joint Venture operations. Zhang, also an AXT founder, is responsible for AXT's emerging JV operations. Currently AXT has joint ventures in 99.99% pure gallium (4N Ga), high purity gallium, arsenic, germanium, germanium dioxide, paralytic boron nitride (pBN) crucibles, and boron oxide. AXT's ownership interest in these JVs ranges from 25% to 88%.

Robert Ochrym becomes senior sales director responsible for expanding North American and European markets and assisting in its worldwide raw material sales. He joins AXT with more than 25 years of experience in substrates, raw materials and device sales, with a strong track record of increasing sales performance. A former national sales manager at Aixtron, Ochrym had held positions in sales and marketing, business development and product management at Uniroyal Optoelectronics, Northrop Grumman and Rhone-Poulenc. He is currently on the

standards committee of SEMI for electronic materials (GaAs).



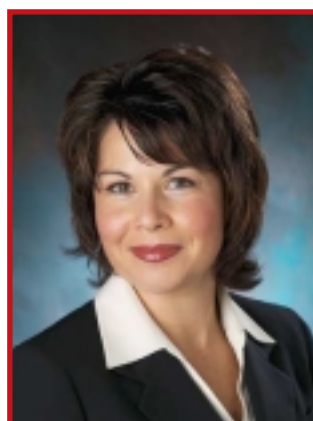
Olli-Pekka Kallasvuo, currently head of **Nokia's** mobile phone business, will replace **Jorma Ollila** as COO of Nokia and president in October, becoming CEO by June 2006. Kallasvuo has a hard act to follow. Ollila (54) has been Nokia's CEO for 13 years, building the company from an electronics and consumer products manufacturer to a mobile phone giant by introducing phones at low cost. **Pekka Ala-Pietila** (48) Nokia's current president, is to retire in October after 17 years in the industry.



Dr John C C Fan, Kopin president and CEO was one of the top 15 nanotechnology innovators named by NASA's Nanotech Briefs Nano 50 awards. These recognise the top 50 people, products and technologies to have significantly impacted the nanotechnology industry.

Fan was recognised for his role in revolutionising electronics, through the use of Kopin's patented NanoSemiconductor technology. The company has produced a host of efficient, compact and powerful components for products that are transforming the way people see, hear and communicate.

Fan has overseen the development of NanoSemiconductor-based components in three categories: HBTs for wireless handset and WLAN applications; the CyberDisplay family of active matrix liquid crystal microdisplays for portable consumer, industrial and military use, and LEDs based on proprietary NanoPocket technology. He co-founded Kopin in 1984, after 12 years as the leader of the Electronic Materials Group at the Massachusetts Institute of Technology's Lincoln Lab. There he headed semiconductor research in diverse areas, including thin-film optical coatings, photovoltaic solar cells, heteroepitaxy, wafer engineering, silicon and GaAs electronic and photonic devices.



Veeco Instruments Inc has promoted **Jeannine Sargent** to executive VP and GM of the research Atomic Force Microscope business unit and has renamed this 'Nano-Bio Instruments' intending to opti-

mise emerging opportunities in nanotechnology, nanomaterials and bio-instrumentation.

Ed Braun, Veeco's chair and CEO, commented, "Jeannine's marketing and operational background in metrology and instrumentation, as well as her experience with emerging technologies, make her well-suited to lead Veeco's efforts to grow this important part of our business."

According to Strategic Directions International Inc's June 2004 report, life science instrumentation will be the fastest growing portion of analytical instrumentation from 2003-2008, forecasted to grow 29% CAGR against a 6% overall CAGR for the industry.

Sargent who keeps her corporate marketing & business development roles said, "We will extend our leading AFM/SPM solutions to both high-end and low-end segments of the scientific research market. Second, we will launch specially designed systems to better meet the needs of bio-physicists and cell biologists who want high-resolution instruments that can visualise cells, DNA and proteins, yet are fast and easy-to-use. Third, we will focus a significant amount of our R&D efforts to create new instruments for atomic-level nanomaterials research, complementing the work we are already doing through our NIST grant with Dow Chemical Co."

The **SEZ Group** has appointed **Glenn Gale**, to the post of VP Front-end-of-line Cleaning Program, responsible for managing SEZ's worldwide FEOL cleaning processes, focusing on the immediate needs surrounding 65- and 45-nm technology. Gale reports directly to Ernst Gaulhofer, senior VP, process

applications, Advanced Process Management division. An international expert in semiconductor surface-preparation and cleaning, Gale most recently served as CTO for the Cleaning Systems Business Unit of Tokyo Electron America. Prior to TEL, Gale served as project manager of Front-end Processes division surface preparation for International Sematech, where he also worked on the Surface Preparation section of the *International Technology Roadmap for Semiconductors*. This was preceded by 10 years at IBM Corp, first as manufacturing equipment engineer in wet chemical spray and full-flow processors, then as manufacturing process engineer in Si wafer cleaning and etching.

SEMI announced that it has appointed **Soitec's** president and CEO, **André-Jacque Auberton-Hervé**, to its international board of directors. Recognised as a pioneer of SOI and engineered substrates, Dr. Auberton-Hervé brings unique industry experience, vision and a European perspective to SEMI's global association.



The electronics group of **Henkel** has announced the appointment of **Dr Michael Todd** to the position of technical director of Research, Development and Engineering for Material Sets. This position was designed to enhance the material set development of next-generation products under Dr Todd's leadership, and streamline development and

testing, enabling customers to accelerate product cycles and meet increasing time-to-market demands. As previous R&D director for Henkel's liquid epoxy products and a 16-year industry veteran, Dr. Todd brings exceptional product expertise to his new role. His first priority is the introduction of several new green mold compounds and the simultaneous development of compatible, high performance die attach materials to work in concert with them.

Prior to joining Henkel, Todd worked at Ford Motor Company focused on advanced electronics packaging and was a user of Henkel products.

High frequency RF modules manufacturer, **Endwave Corp**, has announced several key senior management positions. **John Mikulsky**, formerly chief marketing officer and senior VP of marketing and business development, is promoted to COO and executive VP. He will lead Endwave's rapidly growing defense and homeland security business unit. Mikulsky was Endwave's chief marketing officer and senior VP of market and business development from 2000-2005, having previously served from 1993 until 1996 as a technology manager for Balazacs Analytical Laboratory, and earlier, for Raychem Corp, as a division manager for the electronic systems division.

Mark Hebeisen will continue as VP of marketing, and add business development activities to his responsibilities, which include successful implementation of Endwave's merger and acquisition strategy, business development, corporate marketing, and investor relations. He joined Endwave on the 2002 acquisition of assets from Signal Technology's Wireless Group (SWG), where he was VP of technology and business development responsible for engineering and sales divisions of

the fixed wireless commercial business unit. Earlier he was an original founder of Advanced Frequency Products (sold to STW) and director of engineering and sales, having held RF and microwave design positions, for both defense and commercial wireless applications at Alpha Industries and Raytheon.

Steve Layton, formerly VP of sales, will transition to VP and GM of Endwave's telecom business unit. He joined in 1998 as director of sales with over 20 years of engineering sales experience in the microwave/millimeter wave telecommunications industry.

Gerard 'Gerry' Weimann has become **Five Star Technology's** president and CEO. Five Star's particle management technology allows it to create product solutions in markets such as industrial catalysts, electronics and pharmaceuticals, improving performance and economics.

Jim Mazzella, who founded Five Star in 1995, becomes COO. Weimann had been a senior operations partner at MCM Capital, a Cleveland VC firm, and prior to that, co-founder and CEO of Advanced Ceramics from 1992 until its sale to General Electric Co in 2003.

Anne McKerrow has been promoted to senior specialist for Metals and Chemicals at **Indium Corp**. She will be responsible for maintaining and growing its current metals and chemicals business, as well as monitoring and interpreting metal market conditions. She will also be involved in metals inventory, and material reclaim. McKerrow has 15-years of international business experience and previously worked as an account specialist for Indium's global accounts.

Diodes Inc has promoted **Mark King**, formerly VP sales and marketing to senior VP sales and marketing. **Steven Ho**

becomes VP Asia sales, having been previously GM of Diodes Taiwan; and has hired **Francis Tang** for the newly created position of global product manager, to target new product development where large market opportunities exist.



Surface Technology Systems plc has appointed **John Saunders** as CEO. Saunders, currently finance director, joined from Atlantic Technology (UK) Ltd in April, 2005. He takes over from executive **V C Mutsuo Mukuda**, who is retiring.

Mukuda moved to STS from its major shareholder, Sumitomo Precision Products of Japan in 2003. Under his leadership, the company has moved forwards with an aggressive product development strategy, and many positive changes, most recently the successful development and delivery of STS' new Pegasus silicon etch system to the market.

STS announced a number of senior management changes. **Dr Leslie Lea**, who joins the STS board as deputy CEO, brings a wealth of experience of STS products and markets to the board. Joining STS in 1996 Dr Lea managed the research and technology group where he was instrumental in the development of the Pegasus system. Also joining the board are **Dr David Haynes**, as sales and marketing director, and **Dr Tudor Thomas**, as operations director.